

#	C	TOUR ROTATION/CURTAILMENT
1	Q. Will the DOD Rotation Policy (i.e., 5-year rule) be lifted or changed during restructuring periods?	A. The provisions of the DOD policy will not change. Application and adherence to the policy is a command decision. (Reference: AER 690-100)
2	Q. Tour Curtailments: Can management curtail an employee's tour in a restructuring environment - that is, when an employee may otherwise be entitled to RIF provisions? Address the two scenarios: (1) an employee with return rights and (2) without return rights to CONUS.	A. Essentially, management can curtail an employee's tour in a restructuring environment. An employee's potential entitlements under RIF are not a consideration as the purpose and intent of tour curtailments are avoidance of the turmoil brought on by RIF. The provisions to be used are found under the JTR, C4009 - depending on the situation, it can be done for the Government's convenience or when the employee's services are no longer needed. If the employee has return rights at the same grade, the employee will be directed to exercise his/her return rights. Should it later be found that a RIF cannot successfully be avoided and the employee, whose tour was curtailed, has not successfully been placed, he/she participates in the RIF and, if necessary and warranted, his/her PPP registration is changed appropriately.
3	Q. Can management use tour curtailments/rotation policy?	A. The overseas rotation program is a management tool that can be used to prevent a reduction in force and to ensure adequate coverage of critical activities during transformation. An additional tool that may be used is tour curtailment. Tours may be shortened and employees may return to a position in CONUS to which they have return rights or be placed through PPP if circumstances in the organization prevent an employee from completing his/her tour. (Reference: AER 690-100)
4	Q. How do I exercise return rights?	A. Any employee wishing to exercise return rights should request a tour curtailment through their supervisory chain. Once approved, the employee should contact the CPAC 120 days prior to the date the employee wishes to return so that the proper coordination can be completed. The organization to which return rights exist is contacted and notified of the employee's intent to return.
5	Q. Can I return to my job in the States?	A. Employees with re-employment rights to a position in the U.S. can exercise those rights upon completion of or release from their overseas tour. Curtailing the tour of an employee who has re-employment rights is one tool available to management to lessen the adverse affects of a RIF.
6	Q. What happens if my job in the states is a lower grade than my current grade?	A. You can exercise re-employment rights to the lower grade job or can elect to register in the PPP for placement at their current grade.

7	Q. What happens if my job in the states has been abolished?	A. Employees can exercise return rights to the organizations to which they have return rights and the organizations will place them in a position of the same type and grade level, if available, or conduct a RIF to find a placement for them. Or, the employee can elect to register in the PPP.
8	Q. Will the DOD Rotation Policy/5 year rule be lifted or changed during restructuring?	A. The provisions of the DOD policy will not change. Adherence to the policy is a command decision.
9	Q. Can management extend employee tours for restructuring reasons?	A. If a space is enduring in 7th Army, V Corps employees could be extended to fill that position. Extensions may also be given to employees in a non-enduring position until 7th Army is established.
10	Q. Will the tour extension process change for V Corps Employees?	A. V Corps Employees (those that have integrated with USARUER and those that remain with V Corps) will follow USARUER Tour Extension policy.
11	Q. What is the USAREUR Tour Extension policy?	A. USAREUR Tour Extension policy states all extensions must be reviewed by G8 and the DCG to ensure the extension does not exceed the date the 7th Army is established if the position is not enduring or ensure the employee is in an enduring position if the extension is beyond July 2009.
12	Q. Who will approve tour extensions for V Corps employees that are moved to USAREUR?	A. USAREUR Staff Principals will make tour extension decisions.
13	Q. Do you have any insight on the extension process? What is the process? How do I request an extension if my position is enduring OR how do I request one if it's not enduring; i.e. not transferring to UR7A?	<p>A. Reference: Memorandum For Commanders of USAREUR MSCs, Cdr, US Army NATO Brigade, and HQ U'R/&A Staff Principals, dated 28 March 2007, Subject: Change to the Delegated Authority for Approval of Tour Extensions</p> <p>"Tour extensions beyond 30 Sep 2008: Before a tour extension is approved as prescribed in subparagraphs a and b above, the USAREUR G8 must certify that the position is enduring or will continue to exist through the employee's new proposed date eligible for return from overseas (DEROS). Therefore, commanders and staff principals must contact the G8 after they determine their need to retain a current employee beyond 30 September 2008, obtain G8 concurrence that the position is enduring, and annotate on the tour-extension approval form that G8 concurrence was obtained. This includes employees whose overseas tour expires while they are deployed in support of official missions, whether on temporary duty or temporary change of station."</p> <p>In short, U'R G8 in conjunction with your staff principal has to certify that position can be extended</p>

		<p>beyond Sep 2008.</p> <p>Once this is done, V Corps G8 will forward to CPD who will complete the coordination process. Once completed, your paperwork will be completed and provided to you for signature acknowledging/agreeing to the new DEROS. You will be provided a copy and your supervisor/administrator will forward the signed agreement to the CPAC who will update your records and file in your personnel records.</p> <p>The plan is that all V Corps personnel will transfer to U'R in order to ensure all personnel are under one competitive area and given equal treatment in the case of job opportunities, tour extensions, and RIF if it becomes necessary. Personnel identified to remain with V Corps will transfer under U'R and be detailed back to V Corps to complete their mission until the established end date; then they will return to their assigned duty place in U'R.</p>
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